

Appendix I
Cal/EPA EMS Pilot Project
Environmental Policies

Anheuser-Busch, Fairfield

Anheuser-Busch will uphold its position as a global leader by promoting environmental, health, and safety excellence. Through management leadership and employee involvement, Anheuser-Busch pledges to:

Employees

- Create a safe and healthy workplace
- Build a respect for the environment
- Conform to the spirit as well as the letter of applicable laws and regulations and to the company's EHS Requirements
- Set EHS goals and objectives and measure progress toward them
- Integrate EHS considerations into business planning, decision making, and daily activities
- Provide the resources and training to carry out this policy

Community

- Prevent accidents and minimize environmental impacts
- Communicate our EHS performance
- Respond to our neighbors' concerns
- Support EHS public policy development
- Support wildlife and habitat conservation efforts
- Conserve resources and minimize waste by reducing, reusing, and recycling

Contractors/Suppliers/Customers

- Encourage, support, and recognize EHS innovations
- Assist in the integration of EHS excellence into products and services
- Exchange EHS knowledge and technology

Shareholders

- Increase shareholder value through EHS excellence

This commitment builds on our tradition of quality, innovation, continuous improvement, and responsible conduct. Each employee will comply with this policy — neither production goals nor financial objectives shall excuse noncompliance.

Anheuser-Busch products are brewed to be enjoyed responsibly by adults.

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Central Marin Sanitation Agency, San Rafael
Environmental Policy
DRAFT
[Rev 10/15/99]

CMSA is committed to promoting a healthy environment. We shall strive to optimize our treatment and re-use processes while minimizing the adverse environmental impacts resulting from our activities.

Commitments

- To comply fully with the letter and spirit of relevant environmental laws and regulations. There shall be thorough and accurate measurement and reporting of our environmental compliance.
- Prevention of pollution. This shall mean avoiding or reducing environmental pollution produced directly from CMSA operations. It shall also mean avoiding or reducing pollution produced indirectly by the consumption of power, fuel, chemicals, and other resources by CMSA.
- To continually improve our performance relevant to this environmental policy.
- To foster openness and dialogue with employees and the public, anticipating and responding to their concerns about potential hazards and impacts of our operations.

**City of San Diego Metropolitan Wastewater Department,
Operations and Maintenance Division**

Environmental Policy

The Operations and Maintenance (O&M) Division of the City of San Diego Metropolitan Wastewater Department is committed to providing reliable, high-quality, and cost-effective wastewater services to the ratepayers of the City of San Diego, as well as to preserve and protect the welfare of the public and the marine and coastal environment in a responsible and proactive manner. In fulfillment of this commitment, it is O&M Division policy to:

- Establish and maintain an Environmental Management System that provides a framework for setting and periodically reviewing the O&M Division's environmental objectives and targets for each of its major facilities;
- Continually improve the Division's environmental practices;
- Comply with O&M Division's regulatory requirements, legal, and other industry standards to which we subscribe; and,
- Prevent environmental pollution that may be attributable to O&M Division operations and otherwise seek to minimize waste.

This policy is communicated regularly to all O&M Division staff and will be made available to regulatory agencies, the public, or other interested parties upon request.

Director, MWWD

Assistant Director, MWWD

Deputy Director, O&M Division
Chair, Environmental Management
Review Board

Environmental Management
Representative, O&M Division

IBM Corporation, San Jose

IBM Policy Letter Number: 139B

Date: July 29, 1997

Subject: Environmental Affairs

IBM is committed to environmental affairs leadership in all of its business activities. IBM has had longstanding corporate policies of providing a safe and healthful workplace, protecting the environment, and conserving energy and natural resources, which were formalized in 1967, 1971 and 1974 respectively. They have served the environment and our business well over the years and provide the foundation for the following corporate policy objectives:

- Provide a safe and healthful workplace and ensure that personnel are properly trained and have appropriate safety and emergency equipment.
- Be an environmentally responsible neighbor in the communities where we operate, and act promptly and responsibly to correct incidents or conditions that endanger health, safety, or the environment. Report them to authorities promptly and inform affected parties as appropriate.
- Conserve natural resources by reusing and recycling materials, purchasing recycled materials, and using recyclable packaging and other materials.
- Develop, manufacture, and market products that are safe for their intended use, efficient in their use of energy, protective of the environment, and that can be reused, recycled or disposed of safely.
- Use development and manufacturing processes that do not adversely affect the environment, including developing and improving operations and technologies to minimize waste, prevent air, water, and other pollution, minimize health and safety risks, and dispose of waste safely and responsibly.
- Ensure the responsible use of energy throughout our business, including conserving energy, improving energy efficiency, and giving preference to renewable over nonrenewable energy sources when feasible.
- Participate in efforts to improve environmental protection and understanding around the world and share appropriate pollution prevention technology, knowledge and methods.
- Utilize IBM products, services and expertise around the world to assist in the development of solutions to environmental problems.
- Meet or exceed all applicable government requirements and voluntary requirements to which IBM subscribes. Set and adhere to stringent requirements of our own no matter where in the world the company does business.
- Strive to continually improve IBM's environmental management system and performance, and periodically issue progress reports to the general public.

- Conduct rigorous audits and self-assessments of IBM's compliance with this policy, measure progress of IBM's environmental affairs performance, and report periodically to the Board of Directors.

Every employee and every contractor on IBM premises is expected to follow this policy and to report any environmental, health, or safety concern to IBM management. Managers are expected to take prompt action.

Original signed by: Louis V. Gerstner, Jr.

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Lockheed Martin Aeronautics Company, Palmdale
LM Aero Company Policy: Environment, Safety and Health (ESH)

Purpose

To document company policy regarding safe and healthy working conditions, protecting the environment and conserving natural resources.

Policy

Responsibility for ESH is everybody's business!

Lockheed Martin Aeronautics Company protects employees, customers, contractors, communities, visitors, and the environment from the hazards of Company activities, products or services. We:

- Prevent pollution, conserve resources, reduce waste, and recover or recycle resources where economically feasible.
- Maintain a safe and healthy workplace to prevent injuries and illnesses.
- Comply with applicable laws and regulations, and satisfy corporate and customer requirements.
- Minimize significant adverse ESH impacts by integrating ESH management practices into business decisions.
- Integrate ESH management practices into design processes to minimize adverse ESH impacts throughout production, use, and disposal of products.
- Integrate ESH management practices into procurement and property renovation, rearrangement, acquisition, consolidation and divestiture.
- Develop ESH performance objectives and targets to ensure continual improvement of the Environment, Safety and Health Management System (ESHMS) and reduce adverse ESH impacts.
- Respond to employee, community, customer, and regulatory agency concerns regarding potential adverse EHS impacts due to LM Aero activities, products or services.
- Establish pro-active partnerships with regulatory agencies, customers, and suppliers to improve ESH performance and compliance cost effectiveness.
- Provide people, specialized skills, technology, training, and budget to maintain an integrated ESHMS.
- Maintain ESH requirement awareness throughout the workforce and execute tasks using safe, healthy, and environmentally sound work practices.

Company Roles and Responsibilities

- A. Senior Management establishes ESH objectives and reviews Company ESH performance.
- B. People & Organization Services develops and administers the ESHMS.
- C. Function and staff organizations define processes to communicate and implement ESH policy.
- D. Programs use the defined ESH processes.

Artistic Plating and Metal Finishing, Inc., Anaheim

Statement of Environmental Policy

Artistic is committed to a responsible and continually improving environmental management system. This commitment is broad in approach. Primarily, it encompasses full compliance with all applicable federal, state, and local safety and health and environmental regulations. Secondly, it includes the proper utilization of best management practices and best available control technologies for the prevention of pollution and reduction of waste from production operations. Thirdly, it seeks to maximize the effectiveness of its environmental management system by actively involving its most valuable resource.... its EMPLOYEES. The latter will be accomplished by providing them appropriate training and by enhancing their awareness and roll they play in safety and environmental issues at work and in society.

This commitment is fundamental to Artistic's company culture. It is a commitment we expect our employees, customers, community, and vendors to understand and support. Our commitment to a safe, healthy work place and clean environment around our facility will lead to long-term success through improved productivity and recognition as an industry leader. We will further implement this policy through the following ongoing actions:

- We will establish a structured, rigorous, fact-based process for defining, prioritizing, and improving the EMS.
- We will maintain a continuous process of evaluating our safety and environmental performance.
- We will seek ways to more efficiently use, in our production operations, all of the available resources and process materials.
- We will seek to continually improve our quality control standards to increase customer satisfaction and reduce waste of valuable resources.
- We will promote new ideas and teamwork to expand upon the goals of our EMS.
- We will strive to establish an environment of trust and confidence with the community within which we operate.
- We will disseminate our environmental policy throughout the facility and encourage our employees to fully adhere to it. Also, this policy will be available to the general public.

Kipton Kahler

President

Pentel of America, Ltd. in Torrance Environmental Policy

Here at the Pentel of America, Ltd. Torrance Factory, every employee is responsible for the environment, following all environmental laws, regulations, and any Company requirements created to strengthen existing laws and regulations in protecting people and the environment.

The employees of the Torrance Factory are committed to continual environmental improvement, and each employee participates in:

- Preventing pollution
- Reducing waste and decreasing electricity, gas and water usage
- Recycling and re-using material
- Assuring that supplies, materials, and products are environmentally friendly
- Preparing for the possibility of an environmental emergency

This policy is communicated to all employees. A copy of it will be made available to anyone upon request. Scheduled audits, training, and other activities are carried out to assure that the policy is understood and followed. It is kept up to date with changing conditions and information through periodic management reviews.

H. Sugimatsu

Vice President of Manufacturing

Davis Bynum Winery, Sonoma County Environmental Policy

Our goal regarding the environment as it relates to our vineyards and winery business is to create a symbiotic, sustainable relationship that minimizes the negative impacts and increases the positive impacts. To this end we shall:

- be aware of significant environmental impacts of all aspects of the operation within our control.
- find new ways to minimize our dependency on non-renewable energy as well as natural resources.
- continually minimize our export of solid waste.
- continue our commitment to organic growing methods.
- reward customers and suppliers we work with that make an effort to adhere to similar environmental goals.
- make ourselves as transparent as possible to stakeholders and have facilities for stakeholder feedback.
- keep abreast of all current environmental laws and regulations to facilitate our compliance.
- pursue the goal of no harm to people and the prevention of pollution.
- educated all employees to what this policy entails and the policy will also be available to the public.

Benziger Family Winery, Sonoma County Environmental Policy

Benziger Family Winery is committed to identifying and promoting the most environmentally safe and sustainable business and farming practices.

We believe that sound environmental policy will lead to an increase in product quality as well as the social well being of our employees and community.

We will:

- Continually monitor and improve environmental performance through and EMS.
- Appoint an environmental committee to propose annual targets and objectives for management approval.
- Integrate environmental consideration across all business functions, (vineyard, winemaking, purchasing, etc.).
- Comply fully with the letter and spirit of environmental laws and regulations.
- Seek to prevent pollution before it is produced and reduce the amount of waste at our facilities.
- Recycle whenever possible and use environmentally preferred materials.
- Communicate this policy throughout the company and provide appropriate training and educate employees to be environmentally responsible on the job and at home.
- Manage our natural resources in an environmentally sensitive manner and use energy efficiently throughout our operations.
- Continuously work to improve our adherence to these principals and report to our stakeholders.
- Make this policy available to our customers, community members and the general public.